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ELIGIBLE APPLICANTS/PARTNERSHIPS

- 1. A consortium made up of adult education systems working with various community-based organizations (CBOs), would the consortium be considered a CBO?**

Yes, if the lead entity of the consortium is a CBO.

- 2. Can two local boards and a CBO apply together?**

Yes, multiple local boards and a CBOs may jointly apply; however, the application must identify one lead local board and one lead CBO. Between the two leads, the fiscal agent must also be identified.

- 3. How is the State incentivizing the local boards to work with CBOs?**

A successful joint application will include at least one local board and one CBO.

- 4. Should two local boards and a group of CBOs apply for one grant or multiple grants?**

The CWDB encourages applicants to make that determination with all proposed entities involved.

- 5. Would the state consider day labor centers as an eligible applicant? These organizations are providing services to the clients with limited funds and support services.**

Day labor centers would have to partner with a local board and a CBO to jointly submit an application, unless the day labor center is a CBO.

- 6. Can a government agency partnering with the local board and CBO apply?**

Yes, but the government agency can only be a partner. Only local boards and CBOs are eligible

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applicants.

7. Can two local boards be “driving” under this grant?

A local board and a CBO must jointly apply. If multiple local boards and CBOs are partnered, the application must identify one lead local board and one lead CBO.

8. We have locations in Santa Cruz and Monterey County. Should we do two separate partnerships or one?

Each applicant must analyze populations that need services, the labor market, geographic area to be served, and commute patterns to decide if one or more grants is appropriate.

9. What is the role of a county welfare department in a grant partnership? Will they be a “silent partner”?

A county welfare department may be a partner with a lead local board and a lead CBO. Applicants need to determine and articulate what role the county welfare department will play within the project.

10. Can an entity submit multiple applications?

Yes, an entity may submit multiple applications; however, CWDB will look at evenly awarding projects throughout California.

11. Is there a level of experience required for a CBO to serve a specific targeted population? If so, how much experience is needed? Five years?

The application should document the experience of the CBO including but not limited to: populations served, number of years, numbers served, successes, geographical reach, and any prior connection to the greater workforce system.

12. Will a letter be required for a partnership?

Yes, documentation must be included to demonstrate that the lead local board and lead CBO have agreed to the partnership and one of the two is designated as the fiscal agent in the grant proposal.

13. Can a non-local board or non-CBO apply?

Local boards and CBOs are the only eligible applicants, however, a non-local board or non-CBO may be a partner.

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14. How does a K-12 provider fit under the grant?

A K-12 provider may be a partner with a local board and a CBO.

15. Will an applicant's score be weighted?

No, an applicant's score will not be weighted. A scoring rubric with categories and assigned points to each category will be provided in the RFA.

16. Will partnership(s) be weighted? For instance, will more points be given if an application has partnership between a local workforce board, CBO, and a non-local, non-CBO versus an application with partnership between a local workforce board and a CBO?

Applications will not be "weighted" based on the types of partners however, collaboration is an essential part of making the service delivery system work. Collaboration among the partners will be evaluated as part of the application review. As a reminder, at least one local board and one CBO must jointly apply.

17. With the requirement of partnership between local workforce boards and CBOs, multiple CBOs will be approaching a local board; how will CWDB look at award allocation?

CWDB encourages the local workforce board and the partnering CBOs to determine the best strategy for themselves. Quality of the partnership and experience and reach of the CBO is very important. The number of CBOs in the partnership does not necessarily equate to these factors.

18. Is there a limit to how many proposal an entity can submit?

No. An entity may submit multiple applications; however, CWDB will look at evenly awarding projects throughout California.

19. Is an educational institution, such as a Community College or District be considered as a CBO?

If they are classified as an 501(c)(3) then yes. If not, then they must partner with a local workforce board and a CBO to jointly submit an application.

20. How is the city or county library fit into the grant?

A county or city department may be a partner with a lead local workforce board and a lead CBO.

21. With a lead local board and a lead CBO, will a fiscal agent need to be identified?

Yes.

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- 22. A local workforce board is a consortium serving multiple counties. If the CBO we want to work with is in one of the counties, would it be allowable for them to expand into other counties within the board's jurisdiction under this grant?**

If the CBO is going to serve participants in additional counties within the consortium, that would be allowed. This grant should not be used to establish (replicate) additional physical locations.

- 23. Program scaling and replication is not allowed under this grant, then can a program expand?**

If expansion means serving more people with an existing program, yes.

- 24. How does 1:1 in-kind match work? Does it mean if we apply for \$200,000 then will we have to match \$100,000?**

1:1 in-kind match is dollar for dollar match that can be met with cash or in-kind equivalent. If the request is for \$200,000, the match must also be \$200,000.

- 25. On the fourth slide, it states "Applicants must notify each Local Board in the proposed service area..." what does 'notify' mean?**

Applicants must contact the local workforce board to ensure the proposed project is not duplicating or replicating services already being provided within the service area. Contact may be done by phone, email, etc.

- 26. Is a local workforce development board limited to partnering with one CBO?**

No, the local boards and multiple CBOs may jointly apply; however, the application must identify one lead local board and one lead CBO. Between the two leads, the fiscal agent must also be identified.

- 27. We are planning to submit an application for the Prison to Employment (P2E) grant as well as AB 1111 to serve the reentry population. The time lines for the award announcement of P2E and application deadline of AB 1111 are tight as we do not want to duplicate services. We want to make sure that we will get funding from at least one of the funding stream. How should we submit an application for AB 1111?**

Applicants need to articulate what they proposed for P2E and how AB 1111 will supplement the existing project.

- 28. Would CWDB award an applicant the Prison to Employment and AB 1111 grants?**

It is possible that an applicant be awarded under both grants; however, the proposed projects must be separate and distinct.

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29. Can a CBO partner and a local workforce board submit an application to serve the immigrant population and the same CBO partnering with another local workforce board to submit another application to serve a different target population?

Yes, as long as the CBO determines they can handle the workload of two projects in the event that both are funded.

30. Would a 501(c)(6) organization be considered a CBO?

Per the legislation, the CBO must be mission-driven, community-based organization with experience in providing services consistent with the objectives of this initiative and to the populations specified. “The role of the community-based organizations shall be to use their expertise in working with targeted populations and employers to ensure that individuals from these targeted populations receive the necessary supplemental, supportive, remedial, and wrap-around services they need to successfully enter, participate in, and complete workforce and education programs and enter, be retained, and advance in the labor market.” If the 501(c)(6) meets this requirement, then it would be eligible to apply.

31. How is a state vocational rehabilitation program categorized?

A state vocational rehabilitation program may partner with a local board and a CBO to apply.

32. What is a local board?

The statewide workforce development system is comprised of 45 Local Workforce Development Areas, each with its own business-led Local Workforce Development Board. These local boards work in concert with their local Chief Elected Official to oversee the delivery of workforce services relevant to their local residents and businesses. Critical to their charge is their oversight of the local On-Stop Career Centers which are the hub of the statewide service delivery vehicle for workforce/education/business services. Workforce funds allocated to local boards support the job training, placement and business services delivered through the One-Stop Career Centers.

33. Is the emphasis on investing in new partnerships as opposed to new programming?

Through the AB1111 initiative, applicants are encouraged to better align existing partnerships and form new partnerships between the local boards and CBOs. These funds are not to be used to create new program, but rather supplement existing programs.

34. Our partners are excited about AB 1111 and have already started reaching out to their local workforce development boards (WDBs) to express an interest in partnering on the grant application. However, there is no incentive in AB 1111 for workforce boards to prioritize new partnerships and/or smaller CBOs. This creates unnecessary competition between organizations that are all doing good work. Others are concerned that WDBs will continue to work with larger CBOs they already have relationships with. The way AB 1111 is structured,

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the onus is on CBOs to get interest from the local WDB, and this can be a burden to smaller CBOs with limited capacity and resources.

One of the critical components of the initiative is to develop or expand the partnerships between local boards and CBOs. One cannot submit an application without the other. Furthermore, the intent is not to replicate or create a new program to serve these individuals, but rather to supplement existing programs.

FUNDING/LEVERAGE

35. Can county funds be used as leverage?

Yes, as long as it is not prohibited by the leveraged funding stream.

36. Can entities apply for an award amount outside of the range of \$150,000 to \$500,000?

Yes, applicants may request an award amount outside the range. However, the applicant must demonstrate justification: the project is regionally coordinated to serve targeted population(s) with multiples local boards, multiple CBOs, and multiple partners, etc.

37. We really need career pathways for refugees and immigrants who often get stuck in low-wage jobs. Have you thought about setting aside funding specifically for refugees/immigrants?

We won't have a set-aside for any of the target groups, but we are very interested in serving refugees and immigrants in areas where there is a demonstrated need.

38. Is there a limitation on using federal funds as the cash/in-kind match for AB 1111?

There is no limitation on our end to using federal funds to match these state funds as long as it is not prohibited by the leveraged funding stream. Please check the allowable uses and restrictions on any state or federal funds to be used as leverage.

39. Will match fund/in-kind be required for a partner?

1:1 match is required for the application. How match is made, is up to the partnership.

40. Will grant funds be evenly distributed throughout the state?

Geographic distribution is one of the considerations in the review and recommendation process for making awards.

41. Is advancement allow under the grant?

The AB1111 awards will result in state contracts that operate on an invoice/reimbursement system. Reimbursable activity cannot begin until the contract is fully executed between the grant fiscal agent and the state.

42. What is in-kind match?

The definition of in-kind match is a contribution from the applicant/partnership of non-cash resources used specifically for project activities. In-kind match is typically in the form of the

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value of personnel, goods, and services, including direct and indirect costs.

43. Can match funds come from partner(s)?

Yes.

44. With \$15,000,000, in grant funds, if you are looking at awarding \$500,000 per a project; that is 30 projects. How will CWDB decide on who to fund?

Not all projects will be funded at the maximum award amount. In addition to a rubric-based average score, geographic distribution, target population, partnerships, proposed activities and demographic needs are also taken into consideration.

45. Will a fiscal agent be identified in the partnership?

Yes, a fiscal agent must be identified in the application process and must either be the lead local board or the lead CBO.

46. Who should we call at the local boards, if a CBO is interested to partner for a grant submission?

The California Workforce Association and the [CWDB](#) have local board listings on their respective websites. Start with the main contact number or the local board executive director. You will likely be referred to a program manager.

47. Will cost effectiveness be scored?

Cost effectiveness will not be scored; however, cost should be necessary and reasonable for proper and effective administration of all allocations; should be allocable to the funding source activities; and should not be a general expense required to carry out the grantee's overall responsibilities.

48. Will there be guidance in the RFA on determining training dollar per participant?

It is up to the applicants to determine the appropriate and necessary amount of training dollar per participant.

49. Is there an Administrative Cost for a CBO?

The administrative cost is capped at 10% of the awarded amount. The entities involved determine how the funds are allocated between the partners.

50. For the cash/match requirement, is the burden on the local workforce board or the CBO?

It is up to the lead partners to determine who and how much each entity will contribute to the cash/match requirement. This includes any match from additional partners.

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- 51. We are concerned about the funding match, particularly smaller CBOs with very small budgets (under \$200,000). What options do these organizations have, especially if their local WDB is not able (or willing) to fund the match?**

Match may be 1:1 cash or in-kind match that can come from any combination of the partners.

PARTICIPANTS/WHO CAN BE SERVED

52. Is there is an income guideline for people to be served under the grant?

No.

53. Are there restrictions to serving those individuals (under the grant) with work permit and seeking asylum in the US? The process to be grained asylum may take a couple of years.

Activities under this grant must be completed within the grant term of 18 months.

54. Can undocumented individuals be served under the grant? If so, Request for Application needs to be explicit when defining “undocumented individuals.”

Yes. However, one outcome to be measured is the ability to transition participants to the federal workforce system, which requires right-to-work documents.

55. The age range for disconnected youth, is it youth ages 18-24?

Yes.

56. Will all the targeted populations be weighted the same?

Yes, all the targeted populations will be weighted the same.

57. How do CBOs serve individuals without Social Security numbers?

Individuals do not need to be enrolled in WIOA to receive supportive services (See definition of supportive services in question #62). Participant data can be tracked in CalJOBS without enrolling into WIOA.

58. We work with the reentry population where these individuals did not register for Selective Service because they were incarcerated. Is Selective Service required under AB 1111?

No. Selective Service is a requirement for WIOA eligibility.

SERVICES PROVIDED

59. Can a project co-enroll with WIOA?

Yes, a project can co-enroll with WIOA.

60. Is Earn and Learn required under grant?

No, Earn and Learn training is not required under grant, but it is one of the eligible activities.

61. To get positive outcomes, projects need more time to get the reporting done. Can project co-enroll with other grant programs?

Yes.

62. There are a lot of employment opportunities in East Bay, especially in the healthcare field. To get people into a high performing, high paying, and high mobility position, it takes a couple years. Can a project get individuals into the system to provide training without direct job placement as a project outcome?

Direct job placement is not a required outcome for this grant, but those participants who are co-enrolled in WIOA will be measured on placement. Proposed training and/or supportive services should lead to co-enrollment and demand industry jobs in the region.

63. Immigrant job seekers with high skills from their home countries are unable to get employment. Is there a limit on dollar amount per individual to be served under the grant? How long should (duration of) training be?

There is no limit dollar amount per individual. Funds for training and supportive services awarded under this grant may not be used past the grant term, however they may continue with other funds.

64. ESL Literacy is an eligible activity, is language acquisition eligible? There are job seekers who were not taught to speak English.

Yes, if coupled with other eligible activities.

65. There are restrictions on support services from other funding sources, would this de-incentivize entities from applying for this grant?

AB 1111 is not intended to duplicate or replicate existing programs or to create new workforce and education programs, but rather to provide supplemental funding and services to ensure the success of individuals either preparing to enter or already enrolled in workforce and education programs.

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66. If a program proposes training to assist a target population in attaining the skills they need to open their own business, (small businesses aligned with priority industries) would that be counted as getting a job?

Yes, starting a business in one of the priority sectors in the region would be considered employment, however it must be career growing/family sustaining business.

67. Do you have any suggestions for how to grow the skills sets of undocumented workers beyond assisting them in opening a small businesses (don't need documents to get a business license)?

No, we would be interested in seeing a proposal.

68. Will there be a set grant dollar amount associated with a job placement?

There is no set grant dollar amount associated with a job placement.

69. Is there a required job placement rate under the grant?

It is up to the applicants to determine how their projects will be structured. For example, is your project is to provide supportive services to job seekers to obtain employment? If so, then a possible performance outcome may be a percentage of job seekers obtaining employment at the end of the grant term.

70. Can you clarify what "occupations and industries" mean?

The goal for all CWDB initiatives is to train for good, family sustaining jobs in growing industries - starting with the demand, where the jobs are vs training with no direct connection to jobs. Your local board has done assessment of demand jobs as part of their local and regional planning process.

71. What is the difference between 'earn and learn' and 'on-the-job training'?

Earn and learn, on the job training, work based learning are similar and used interchangeably. They are defined as applied learning in a workplace setting with compensation allowing workers or students to gain work experience and secure a wage as they develop skills and competencies directly relevant to the occupation or career for which they are preparing; brings together classroom instruction with on-the-job training to combine both formal instruction and actual paid work experience.

72. What is the difference between stipends versus supportive services?

Supportive services under the California Workforce Innovation and Opportunity Act are defined as services that are necessary to enable an individual to successfully participate in, or receive,

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workforce, education, and other related services. Example of supportive service are: transportation, child care, other needs-related payment.

A stipend is a fixed regular small payment made to a participant during their enrollment to encourage participation in certain activities. Stipends must be based on actual hours of attendance.

73. For stipends, can a local workforce board use their own policy for stipends?

Yes, as long as the local policy complies with State Law.

74. There are job seekers with multiple barriers who may need three to four years to be job ready. Will an application like this make it less competitive as there is no job performance?

Applicants need to determine the service delivery goals during the application process. CWDB would like to see any proposed training and/or supportive services leading to co-enrollment in WIOA and demand industry jobs in the region. The participants who are co-enrolled in WIOA will be counted in those performance measures.

75. What type of services can be provided to immigrants and how will these services be tracked?

It is up to the applicant to determine the needs of the target population and what services to provide for that target population. All services will be tracked in CalJOBS and through quarterly narrative reporting.

COLLECTING & REPORTING DATA

76. Some targeted populations are not listed in CalJOBS. How would grantees track targeted populations not listed in CalJOBS?

California Workforce Development Board (CWDB) is working with the Employment Development Department (EDD) to make the changes in CalJOBS to capture all the required data for the targeted populations to be served under this grant.

77. Why don't you have measures/outcomes around collaboration?

Collaboration among the partners will be evaluated as part of the application evaluation. Collaboration is an essential part of making the service delivery system work. The CWDB really wants to see CBOs and Local Workforce Boards to address the challenges of working together in their applications, whether they are administrative, direct service, financial, or regulatory.

78. What are reporting requirements?

- a. # served under each eligibility category
- b. # successfully completed (certificates/credentials), or progress towards completion
- c. Services provided & relevant measures
- d. # participating in bridge activities that lead to enrollment in workforce and education system
- d. # successful in broader workforce and education system, and labor market

79. Are there required performance goals under the grant?

There are not set performance goals to be met under this grant. The applicant will determine their own service delivery goals as part of the application process. It should be a goal to move participants into the federal WIOA system (co-enrollment), which has placement measures.

80. Is there a set percentage rate for each performance goal (i.e., percentage of individual entering employment, percentage of individual completing vocational training, etc.)?

There are no set percentage rates for performance goals; however, a list of reporting requirement data will be outlined in the RFA.

81. We have our own system to track data, will data migration be allowed? From another system to CalJOBS?

All data must be entered directly into CalJOBS.

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82. Due to high volume of data reporting, how often will reports be collected?

CWDB will collect narrative reports on a quarterly basis. However, inputting data into CalJOBS should be ongoing over the course of the grant period.

83. With extensive reporting to the Legislature, will a third party be evaluating and collecting data? Technical Assistance? What will the burden be on the grantee?

The RFA for AB 1111 will include the competitive procurement for technical assistance and evaluation. Data will be captured in various ways throughout the grant term. CalJOBS will capture the bulk of the data, supported by quarterly reports. Information will also be captured through the Technical Assistance and Support activities including Communities of Practice. Our goal is to maximize these opportunities in order to capture what is needed without going to the grantee for additional information.

84. Are there any other requirements beside WIOA requirements if co-enroll under AB 1111?

Requirements will be outlined in the RFA.

85. How will CBOs get CalJOBS access for tracking purposes?

CWDB will assist grantees with access into CalJOBS.

86. Will it count as performance if a job seeker enters adult education or ESL class?

That would be a measurable outcome if the intention of your project is to help job seekers enter adult education or ESL class. Performance is measured once the job-seeker is enrolled in WIOA.

87. Many of our partners are deeply concerned about the use of CalJobs for case management. Many of our partners are not familiar with the platform. More important, they are concerned about the fact that CalJobs currently requires a SSN and selective service verification to create an account. Additionally, there are privacy concerns about using such a database, and our partners would like some assurance that personal information would only be used for the specific purposes of administering the program.

The success of a new program is often measured through data collection. The Legislature wants to know how funds are being spent, how many individuals are being served, what services are being provided, and the outcomes. In order to capture and report this data, all AB1111 grant recipients must use CalJOBS. Grantees will receive detailed training on how to use the system, specifically for the data collection for this grant. If a participant does not have a SSN or Selective Service to meet WIOA requirements, their data can still be tracked in CalJOBS. Although personal information is entered, personal identifiers are automatically redacted from reporting outputs.

GRANT MANAGEMENT

88. How does the state allow flexibility without changing the scope of work?

Throughout the grant period, technical assistance will be provided to address project concerns from grantees; as well convenings for grantees to share ideas. These are not innovation grants like the Workforce Accelerator Fund. While the state will always work with grantees with some flexibility within the law, see answer to #18 for appropriate use of these funds.

89. Will successful projects be published and shared?

Yes, in addition to the legislatively required interim and final reports, the CWDB will capture successful practices and lessons learned throughout the grant term to share with the AB 1111 Community of Practice and the broader workforce system.

90. How long is the grant term?

18 months.

91. With the short grant term, there may be issues with procurement. What is the procurement policy under the grant?

Please refer to the Employment Development Department's directive WSD 18-06 Subrecipient vs. Contractor distinction https://www.edd.ca.gov/jobs_and_training/pubs/wsd18-06.pdf. Subrecipients (those are responsible for carrying out a programmatic portion of the award) do not fall under the procurement requirements. Contractors (vendors, dealers, distributors, merchants, or other sellers providing goods or services) must be procured.

THE LEGISLATION

92. The statute states “not intended to duplicate or replicate existing program...,” can you explain?

Unlike other CWDB initiatives, AB 1111 is not meant to pilot a new idea or replicate/scale existing programs.

The intent of this grant is to align services provided by CBOs and Local Boards. CBOs are historically on the ground, in the community, serving the populations with significant barriers to employment – but are not necessarily connected with the workforce system at large. Local Boards are at the center of the workforce system but don’t have the same capacity to target and serve the populations in need.

The purpose of the grant is to provide any services needed for individuals with barriers to employment to be successful to enter in, participate, or complete workforce or educational training, who may not be qualified under other funding streams or who may need additional services that are not covered other funding streams.

93. As the statute states “to supplement existing program,” does CWDB want to see the supplemental of a stable existing program with concrete data or a program just starting up?

The grant funds may be used to supplement any existing workforce or educational programs.

94. Will there be more funds allocated in the Governor’s Budget for a second round of the initiative?

Currently, there is no allocation in the Governor’s Budget for another round of the grant funds for the initiative. We hope that the first round of AB1111 will result in successful projects that demonstrate the need to further fund this initiative.

95. The legislation states “AB 1111 is not to duplicate or replicate existing programs or create new workforce and education programs.” (UIC§14031[a]) What’s left?

Projects should use these funds to provide additional services (to more participants) with existing programs that ensure individuals with barriers to employment are able to enter, participate, and/or complete their workforce and education training.

96. Is the intent of the grant to get a CBO’s foot in the door and incentivizing a local workforce boards to serve the hard-to-serve population?

That is a desired outcome.